Diversity Hiring Report

Submitting Agency: *Waldwick PD*

Year: *2024*

Reporting Period: *January 1st - December 31st*

Report Submitted Date: *1/14/2025*

Agency Factsheet

Application Processes

Employment applications received in current reporting period? Yes

Agency hiring process governed by Civil Service Regulations? Yes

Agency hiring method(s): Civil Service Examination Certified List

Application process element(s): Formal Application, Interview Board, Preference for Local or County Resident Applicants, Drug Testing, Medical Exam, Psychiatric Exam

Promotional Methods

Applications for promotion in current reporting period? Yes

Agency promotional process governed by Civil Service Regulations? Yes

Do Civil Service Regulations apply to all ranks? Yes

Promotional method(s): Civil Service Promotional Examination Certified List, Promotional Interview

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All Applicants: Summary

Summary Type	Number	Percentage of Total
Total Applicants	1	N/A
Total Applicants Appointed	1	100%
Total Applicants Not Appointed	0	0%
Direct Hire Applicants	1	100%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%

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All Applicants: Demographic Summary

Demographic	Type	Total Applicants	Percentage of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	1	100%	1	0	0
	Total Female	0	0%	0	0	0
	Total X/Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Non-LGBTQ+	1	100%	1	0	0
Race/Ethnicity	Total American Indian/Alaska Native	0	0%	0	0	0
	Total Asian	0	0%	0	0	0
	Total Black or African American	0	0%	0	0	0
	Total Native Hawaiian/Pacific Islander	0	0%	0	0	0
	Total White	0	0%	0	0	0
	Total Two or More Races	0	0%	0	0	0
	Total Other Race	0	0%	0	0	0
	Total Hispanic or Latino	1	100%	1	0	0
Age	Total 18-29	1	100%	1	0	0
	Total 30-39	0	0%	0	0	0
	Total 40-49	0	0%	0	0	0
	Total 50-59	0	0%	0	0	0
	Total 60-69	0	0%	0	0	0

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	Total 70+	0	0%	0	0	0

All Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	0	0	0	1
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	1

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	1	0	0	0	0	0	0	0	0	0	1
Age 30-39	0	0	0	0	0	0	0	0	0	0	0
Age 40-49	0	0	0	0	0	0	0	0	0	0	0
Age 50-59	0	0	0	0	0	0	0	0	0	0	0
Age 60-69	0	0	0	0	0	0	0	0	0	0	0
Age 70+	0	0	0	0	0	0	0	0	0	0	0

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All Applicants: Sexual Orientation Demographics

LGBTQ+ Status	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Non-LGBTQ+	0	0	0	0	0	0	0	0	0	0	1

LGBTQ+ Status	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
LGBTQ+	0	0	0	0	0	0
Non-LGBTQ+	1	0	0	0	0	0

Appointed Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	0	0	0	1
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or	Other Race	Hispanic/Latino

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								More Races		
Age 18-29	0	0	0	0	0	0	0	0	0	1
Age 30-39	0	0	0	0	0	0	0	0	0	0
Age 40-49	0	0	0	0	0	0	0	0	0	0
Age 50-59	0	0	0	0	0	0	0	0	0	0
Age 60-69	0	0	0	0	0	0	0	0	0	0
Age 70+	0	0	0	0	0	0	0	0	0	0

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Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Non-LGBTQ+	0	0	0	0	0	0	0	0	0	0	1

	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
LGBTQ+	0	0	0	0	0	0
Non-LGBTQ+	1	0	0	0	0	0

Not Appointed Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

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	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	0	0	0	0	0	0	0	0	0	0	0
Age 30-39	0	0	0	0	0	0	0	0	0	0	0
Age 40-49	0	0	0	0	0	0	0	0	0	0	0
Age 50-59	0	0	0	0	0	0	0	0	0	0	0
Age 60-69	0	0	0	0	0	0	0	0	0	0	0
Age 70+	0	0	0	0	0	0	0	0	0	0	0

Not Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Non-LGBTQ+	0	0	0	0	0	0	0	0	0	0	0

	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
LGBTQ+	0	0	0	0	0	0

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Non-LGBTQ+	0	0	0	0	0	0

Not Appointed Applicant – Reasons

	#	% of Total Not Appointed Applicants
Academy Failure	0	0%
Applicant Withdrawal	0	0%
Defer	0	0%
Did not meet minimum qualifications	0	0%
Failed background check- Criminal History	0	0%
Failed background check- Financial	0	0%
Unknown	0	0%

	#	% of Total Not Appointed Applicants
Failed Background check- other	0	0%
Failed Drug Test	0	0%
Interview Panel Recommendation	0	0%
Other	0	0%
Physical Qualification Exam	0	0%
Residency Requirement	0	0%
Written Exam	0	0%

Not Appointed Applicants – Reasons by Gender & Race

Male Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0

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Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

Female Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0

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Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

X or Non-Binary Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0

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Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

Current Officers: Summary

		Number	Percentage of Total
	Total Officers	22	N/A
	Total Officers Eligible for Promotion	15	68%
	Total Officers Applied for Promotion	13	59%
	Total Officers Promoted	2	9%

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Gender	Total Male	22	100%
	Total Female	0	0%
	Total X/Non-Binary	0	0%
Sexual Orientation	LGBTQ+	0	
	Non-LGBTQ+	0	
Race/Ethnicity	Total American Indian/Alaska Native	0	0%
	Total Asian	0	0%
	Total Black or African American	0	0%
	Total Native Hawaiian/Pacific Islander	0	0%
	Total White	22	100%
	Total Two or More Races	0	0%
	Total Other Race	0	0%
	Total Hispanic or Latino	3	13%
Age	Total 18-29	5	22%
	Total 30-39	12	54%
	Total 40-49	2	9%
	Total 50-59	1	4%
	Total 60-69	2	9%
	Total 70+	0	0%

Current Officers: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	19	0	0	3
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	22	0	0	3

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	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	5	0	0	0	0	0	0	4	0	0	1
Age 30-39	12	0	0	0	0	0	0	11	0	0	1
Age 40-49	2	0	0	0	0	0	0	2	0	0	0
Age 50-59	1	0	0	0	0	0	0	1	0	0	0
Age 60-69	2	0	0	0	0	0	0	1	0	0	1
Age 70+	0	0	0	0	0	0	0	0	0	0	0

Officers Eligible for a Promotion: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	13	0	0	2
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino

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Age 18-29	1	0	0	0	0	0	0	1	0	0	0
Age 30-39	11	0	0	0	0	0	0	10	0	0	1
Age 40-49	1	0	0	0	0	0	0	1	0	0	0
Age 50-59	1	0	0	0	0	0	0	1	0	0	0
Age 60-69	1	0	0	0	0	0	0	0	0	0	1
Age 70+	0	0	0	0	0	0	0	0	0	0	0

Officers who Applied for a Promotion: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	11	0	0	2
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	11	0	0	2

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	1	0	0	0	0	0	0	1	0	0	0
Age 30-39	11	0	0	0	0	0	0	10	0	0	1
Age 40-49	0	0	0	0	0	0	0	0	0	0	0

Age 50-59	0	0	0	0	0	0	0	0	0	0
Age 60-69	1	0	0	0	0	0	0	0	0	1
Age 70+	0	0	0	0	0	0	0	0	0	0

Officers Promoted: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	1	0	0	1
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	0	0	1

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	0	0	0	0	0	0	0	0	0	0	0
Age 30-39	2	0	0	0	0	0	0	1	0	0	1
Age 40-49	0	0	0	0	0	0	0	0	0	0	0
Age 50-59	0	0	0	0	0	0	0	0	0	0	0
Age 60-69	0	0	0	0	0	0	0	0	0	0	0
Age 70+	0	0	0	0	0	0	0	0	0	0	0

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Officers Promoted

Demographic	Promoted to Sergeant				Promoted to Lieutenant				Promoted to Captain			
	Male	*Female*	*X or Non-Binary*	*Total*	*Male*	*Female*	*X or Non-Binary*	*Total*	*Male*	*Female*	*X or Non-Binary*	*Total*
American Indian/Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	0	0	0	0	1	0	0	1	0	0	0	0
Two or More Races	0	0	0	0	0	0	0	0	0	0	0	0
Other Race	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic or Latino	1	0	0	1	0	0	0	0	0	0	0	0